

FIG. 1

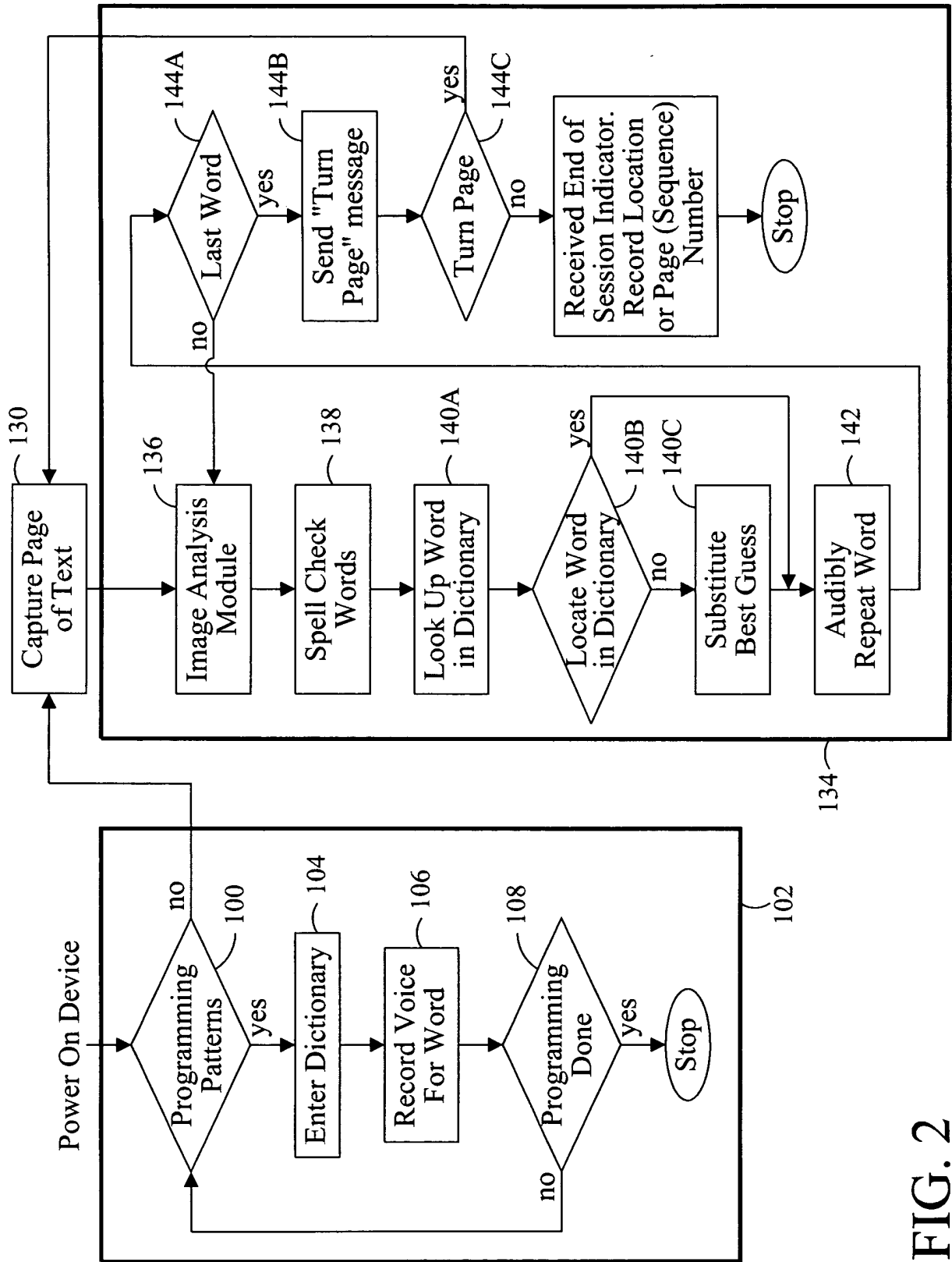


FIG. 2

...network of social groupings that people form. ...and secret societies to professional/trade asso- ...cultures are very group oriented and create for- ...every conceivable type of activity. Other so- ...avoid such organizing.

...culture prevents and cures disease or illness, or ...accidents. The concepts of health and whole- ...differ by culture. Some countries have ...others like India have few government- ...Britain has a system of socialized medicine. ...major transition in its health care and delivery ...emphasis on holistic health and Eastern treat-

...ways in which a people socialize, or use their ...considered play in one culture may be viewed as ...In some cultures "sport" has considerable po- ...is solely for enjoyment, while in still others, it is ...entertainment, such as a form of folk dancing.

...principal ones that might be examined by a person ...a particular culture. They offer an orderly ap- ...or minority cultural groupings. For business per- ...foreign culture, such information and insight could ...profit and loss.

...other systems that could be analyzed within a cul- ...management systems. Hay Associates of Philadelphia, a ...consulting group, advises its clients that what may ...ions in attracting, motivating, and retaining mana- ...in subsidiaries abroad. For purposes of human re- ...suggest examination of overseas' enterprises in the ...ures or systems of organization--the *bureaucratic*. ...*managerial*. Table 8-1 provides a summary of the Hay ...ure, job designs, decision-making, control, compensa- ...and career development. It can be used for systematic ...for human resource management of foreign entities. ...apply the paradigm for examination of employee val- ...ad, for in-country evaluation of the effectiveness of ...policies and programs, local management's readiness ...consultants have found the model useful for understand- ...of overseas subsidiaries, so that American human re- ...adapted.

FIG. 3

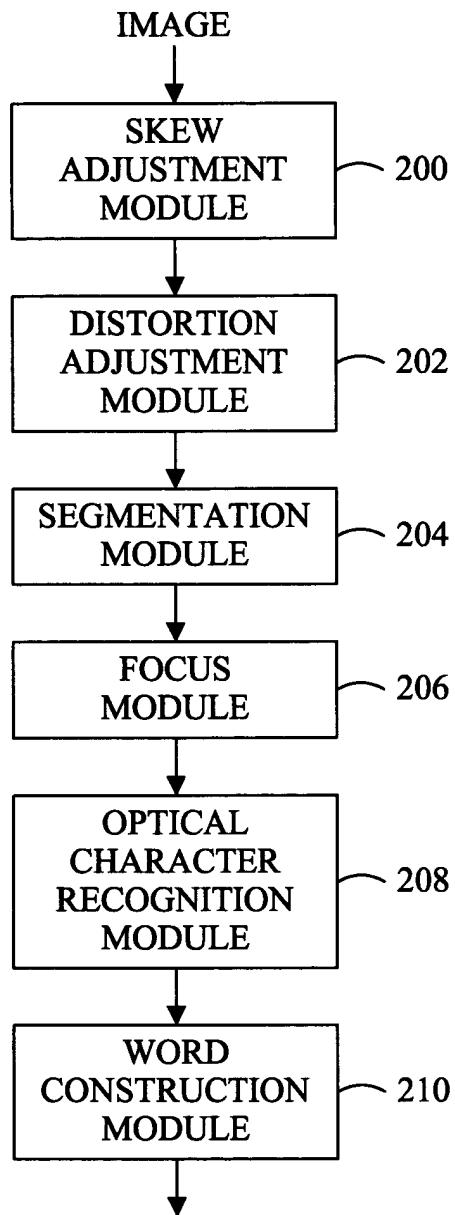


FIG. 4

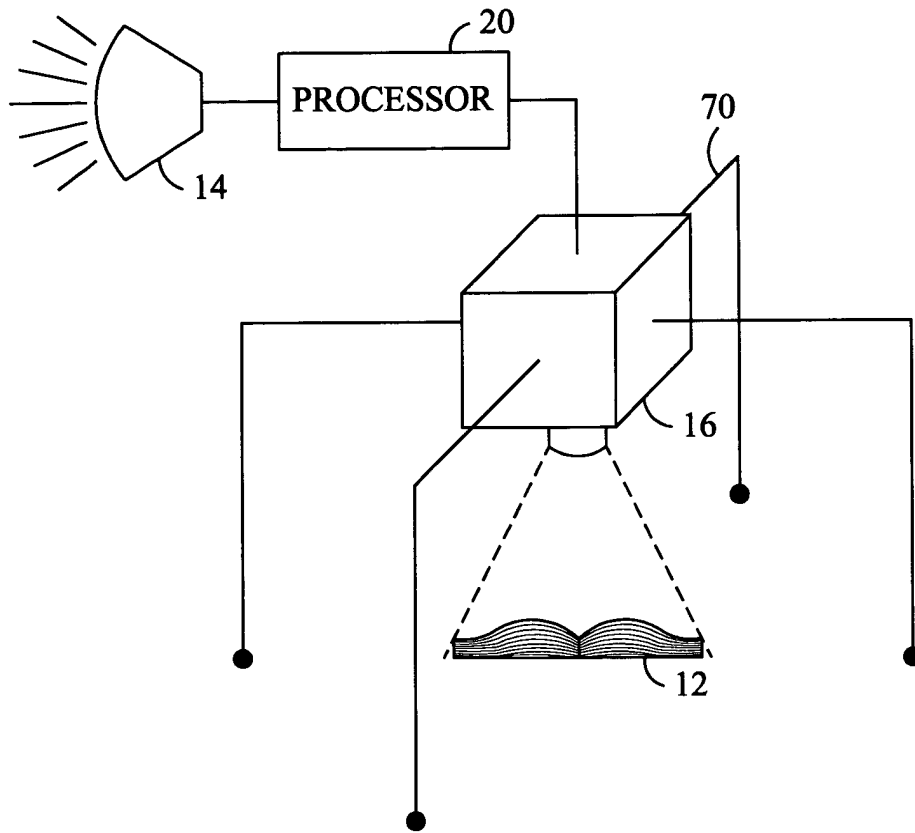


FIG. 5

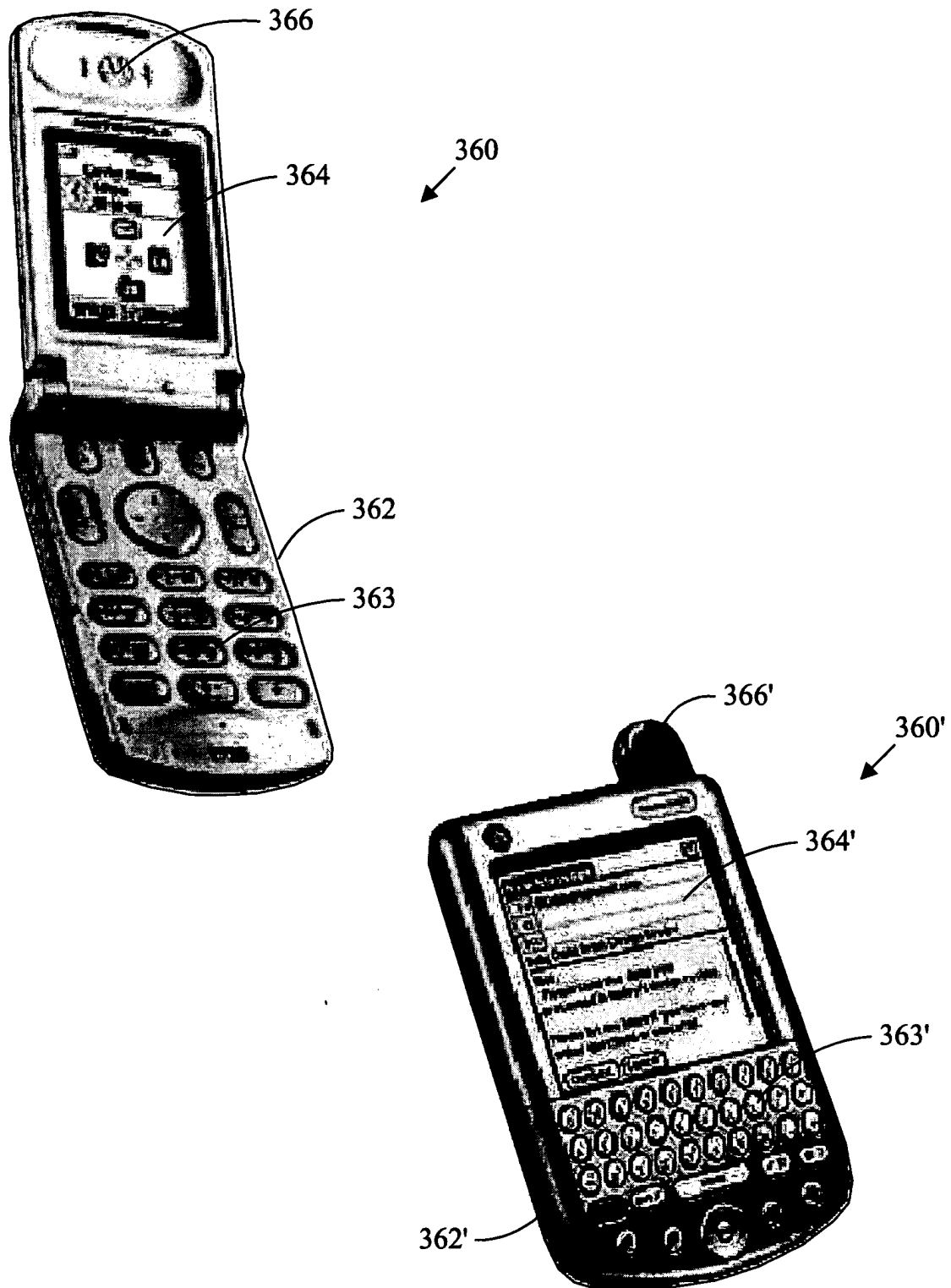


FIG. 6